

Boulder Valley School District/Superintendent Online Application

Sebring, Nancy - AppNo: 9169

Date Submitted: 3/29/2011

Personal Data

Name: Sebring DR Nancy A
(Last) (First) (Middle Initial)
Other name(s) under which transcripts, certificates, and former applications may be listed:
Other: Rasmusson Nancy A
(Last) (First) (Middle Initial)
Email Address: nancy.sebring@dmps.k12.ia.us

Postal Address

Permanent Address

Number & Street:
City:
State:
Zip Code:
Phone Number:
Fax Number:
Cell Number:

Work Address

Number & Street: 901 Walnut Street
City: Des Moines
State: IA
Zip Code: 50309
Phone Number: 515 242-7766
Fax Number: 515 242-7679

Where would you prefer to be contacted: Home

Current Personal Data

Current Employer:	Des Moines Public Schools
Current Position:	Superintendent
Years in Position:	5
Enrollment:	32,000
Number of Staff:	5000+
Annual Budget:	\$400,000,000
Type of District/Organization:	K - 12
Most Recent Degree From:	Drake University, Des Moines, Iowa
Degree Earned:	Ed. D. (Educational Leadership and Policy Studies)

Administrative Experience

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Des Moines Public Schools	Des Moines, IA	7/06 present	BOE President: Connie Boesen Ph. 515-240-7929
<p>Significant accomplishments in this position: Increased achievement and graduation rate in a high poverty, high minority, high ELL district. Current enrollment is 32,000; free and Reduced lunch qualifying: 67%; 5000+ English Language Learners. Successfully led the organization through significant budget reductions while increasing achievement and graduation rate. Enlisted community support of schools; serve on various boards and committees.</p> <p>Reason For Leaving: Seeking to return to Colorado as an educational leader.</p>			

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Admin Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Douglas County School District: Deputy Superintendent	Castle Rock, CO	7/2003 6/2006	Dr. Jim Christensen, Superintendent
<p>Significant accomplishments in this position: Led the Learning Services division over a three year period. Responsible for all aspects of the teaching and learning program: Academic achievement, K-12; hiring of administrators; management of district growth and increasing enrollment; supervised extra-curricular programs; supervised student services (including special education); developed and presented monitoring report data to the Board of Education; served on various Board committees.</p> <p>Reason For Leaving: Seeking a superintendency</p>			
Excutive Director of Curriculum, Instruction and Assessment; Poudre School District,	Fort Collins, CO	7/2001 6/2003	Assistant Superintendent Gary Bamford
<p>Significant accomplishments in this position: Supervised all aspects of the curriculum, instruction, assessment and professional development division. Implemented state assessments; monitored organizational performance; reported to superintendent and Board of Education regularly on academic achievement.</p> <p>Reason For Leaving: Accepted the Douglas County Deputy Superintendency</p>			
Assistant Principal, Rocky Mountain High School; Poudre School District	Fort Collins, CO	7/1999 6/2001	Mr. Paul Radcliffe, Principal
<p>Significant accomplishments in this position: Assisted the high school principal with supervisory, evaluation, and management tasks of a large high school (enrollment: 1800). Performed all necessary tasks.</p> <p>Reason For Leaving: Accepted the Exec Dir of Curriculum position in the same district</p>			
Principal, North Valley Middle School, Weld RE-1	Lasalle, CO	7/1996 6/1999	Mr. Walt Cooper, Asst. Superintendent
<p>Significant accomplishments in this position: Led a diverse, high minority middle school of 300 students. Evaluated staff; managed instructional and extracurricular program; supervised a BOCES middle school program for severely emotionally disturbed students; supervised all operations.</p> <p>Reason For Leaving: Accepted the position at Rocky Mountain High School</p>			

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Admin Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Human Resource Development Coordinator	Humboldt, IA	7/1990 6/1995	Mr. Dave Fleming
Significant accomplishments in this position: Led all aspects of curriculum and supervision; managed several grants; worked with teachers to develop, align and implement state content standards; supervised assessment activities; worked with district administration to improve achievement and instruction.			
Reason For Leaving: Moved to Colorado			

Professional Experience

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Adjunct Instructor Front Range CC	Fort Collins, CO	7/1995 6/1996	Unknown
Significant Accomplishments at this position: Taught college English/Writing to freshman and sophomore college students.			
Reason For Leaving: Accepted full time administrative position in Weld RE-1			
Middle School Language Arts teacher, Nevada Middle School	Nevada, IA	7/1985 6/1990	Mr. Jim Walker, Principal
Significant Accomplishments at this position: Taught reading, literacy and writing to 8th grade students.			
Reason For Leaving: Moved to Humboldt, Iowa			
English teacher, Madrid High School	Madrid, IA	7/1976 6/2000	Mr. Dave Haggard
Significant Accomplishments at this position: Taught a variety of high school English, literature and writing courses.			
Reason For Leaving: Became a mother			

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Education

High School Attended: NESCO High School, Zeoring, Iowa

Colleges, Universities and Technical Schools Attended:

Name and location	Major	Degree	Date Conferred
Drake University, Des Moines, Iowa	Ed Leadership	Ed. D.	Spring, 2003
Drake University, Des Moines, Iowa	Secondary School Administration	Ed. S.	Spring, 1995
Drake University, Des Moines, Iowa	Secondary School Administration	Masters	Summer, 1990
Iowa State University, Ames, Iowa	Secondary English Education	BA	February, 1976
Ellsworth Community College, Iowa Falls, Iowa	Liberal Arts	AA	Jan., 1974

List honors, awards or distinctions:

Dean's List,
Iowa Resident Scholar Award

Please list your professional memberships - please indicate leadership roles you may have had with any of them.

Iowa Urban Education Network, Chairperson
American Association of School Administrators, member
Harvard Business Council, member
Drake International School of Education Advisory Committee, member
Drake Educational Leadership Advisory Committee, member

Please list your community and civic memberships and participation.

Women's Leadership Circle, United Way; member
Science Center of Iowa; Board Member
Greater Des Moines Partnership; Board Member
Business-Education Alliance; Board Member
Business Education Roundtable; Co-Chair
United Way of Iowa; Board Member

Please list any publications you may have, including your doctoral and/or master's dissertations, if appropriate.

Doctoral Dissertaion: A Study of Professional Development School Partnerships in Colorado High Schools.

Please list major presentations made to national, state or regional audiences.

Please list significant workshops or conferences which you would like to highlight.

Certifications

Do you hold the appropriate certificate for this position?		Yes		
Type	State	Certificate Number	Expiration Date	Active?
Temporary Administrator	CO	0013864	7/1/97	No
Professional Principal	CO	0233129	3/7/08	No
Superintendent	IA	182198	10/31/13	Yes

Please list all of the endorsements and/or verifications documented on your teaching/administrative certificate(s):
principal, assistant principal, administrator and PK-12 superintendent, AEA Administrator

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Open Ended Questions

For Boulder Valley School District/Superintendent:

1. Please share why you are interested in this position and your unique qualifications for it.

Applicant: Dr. Nancy Sebring

Question 1: Please share why you are interested in this position and your unique qualifications for it.

1. Throughout my career I have benefitted from serving in a variety of capacities in schools districts in Iowa and Colorado. I served as a middle school principal in a high poverty district in Colorado, followed by an assignment as a vice principal in a large suburban high school. I managed a large Curriculum, Assessment and Professional Development department in the Poudre School District in Fort Collins, Colorado through the adoption of state-wide content standards and accompanying assessments. In addition, I've served as a Deputy Superintendent of a large, suburban district (Douglas County, Colorado) in charge of all aspects of the teaching/learning program: curriculum and assessment, special education, athletics and activities, talented and gifted education and the implementation of state and federal accountability measures. I am currently serving in my fifth year as superintendent of a large, high poverty district in the Midwest. The Des Moines Independent School District serves 32,000 students. Over half of the students are minority; sixty-seven percent qualify for free or reduced price lunches; and over 5,000 students are eligible to receive English-language learner services. When I began the position in July, 2006, achievement was low, and declining; graduation rates were going down and the poverty rate was increasing. It was my responsibility to establish the vision for achievement in the district, followed by the alignment of resources (both human and financial) and the engagement of the community to support the vision. Five years later, we have seen a remarkable turnaround in our graduation rates, outpacing the statewide average, and topping the largest twenty-five school districts in Iowa in increasing graduation rates. Our 09-10 graduation rate included a 14% increase for Hispanic students, while the statewide graduation rate for Hispanic students dropped -1%. Throughout the five years of my superintendency, I have driven the district to respond to the needs of our students, to recognize our vulnerabilities and build on our strengths. I have led a large, ethnically diverse community of learners into a 21st century learning environment. At the same time, as the leader of the largest district in Iowa, I have been able to influence educational policy and priorities via interaction with state government leaders as well as the Governor; with educational leaders throughout the state as a leader of the Urban Education Network of Iowa; and as a member of multiple boards and committees including the Business-Education Network. I have a respect for and value the contributions of diverse clientele that I serve, and believe that my leadership of the Des Moines district has led to long term benefit for all students. In addition to the academic improvements in the district, another area of responsibility has been to lead the operations staff in the completion of nearly \$100,000,000 in facilities improvements; and establish a strategic plan for the improvement and long term maintenance of 60+ schools and support facilities. In short, I have had the opportunity to lead in several diverse, dynamic districts and have impacted those districts in long term positive ways. I am excited about the chance to return to Colorado to face the challenges facing K-12 districts and continue to lead with excellence.

For Boulder Valley School District/Superintendent:

2. Please list the five accomplishments in your professional career of which you take the greatest satisfaction and why you do so.

Applicant: Dr. Nancy Sebring

Question 2: Please list the five accomplishments in your professional career of which you take the greatest satisfaction and why you do so.

1. My first administrative assignment was in a mid-sized Iowa district. I served as the Human Resource Development Coordinator. I learned the title was a catch all for everything related to the instructional program in the district. I was a department of one. In addition, I was the first person to serve in this capacity in the district. I was allowed to invent my work. I had the opportunity to work with all levels of education, all content areas and supervise all special programs. My goal was to enhance the opportunities for teachers to improve, to collaborate and to open the doors of the classroom. I believe I was successful in creating a professional learning community long before the phrase was coined. I know that I left a framework and culture that contributed to on-going school improvement efforts when I resigned from the position five years later. (I left the district to move with my family to Colorado.) It was one of the most professionally satisfying jobs of what has become 20+ years of service as an administrator in K-5 schools.

2. I served as a middle school principal in a high poverty district in Colorado. It was my first experience as a principal, and my introduction to serving a diverse, high poverty clientele. I found that serving students and families with high needs was very satisfying. I never had to question why I was going to work each day; there were students and staff who needed a leader who was passionate about the work; cared deeply about the students and staff; and who had the expertise to improve the outcomes for all students. While it was one of my most challenging jobs, it was also the job in which I learned to become a strong leader. It was educational boot camp and I feel I served the students, staff and families of the community to the very best of my ability. In addition, I was rewarded several times over by the support of those same students and families.

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Question Continued

3. While serving as the Executive Director of Curriculum, Instruction and Assessment in the Poudre School District, I was able to be fully immersed in the implementation of the state content standards and accompanying assessments. It was both professionally taxing but also exhilarating. I found that I could be instrumental in the effort to align the efforts of a diverse staff in the implementation of a state-wide initiative. It was a difficult time for districts and staffs letting go of the past and moving to a new era in K-12 education.

4. Upon my arrival in Des Moines, Iowa, as new superintendent, the district was five years in to the implementation of a 10-year facilities improvement plan. Upon analyzing the plan, I revised it, recommending some significant changes. I had to convince a community, facilities staff and the Board of Education that my recommendations were in the best interest of the district, and would better serve the needs of DMPS students in the long term. I was please when the Board approved my recommendations and now, five years later, I am more convinced than ever that it was the right thing to do. The district was able to stretch the funds available for renovation, reduce the number of projects overall, and better serve students. In addition, community members endorsed the plan and I believe would agree today that the changes were well-thought out, strategic and in the best interest of the Des Moines community.

5. Finally, I am most satisfied with the dramatic difference in achievement and graduation rates of the Des Moines school district. I have worked very hard for five years to analyze every aspect of the instructional program in DMPS. In the process, several significant changes have occurred. New curriculum has been implemented in all core areas, K-8. A rigorous professional development plan is in progress to support the successful implementation of the new curriculum. Common formative assessments were added in the current school year, so teachers can monitor their students progress. Data teams are trained and in place in all schools. Interventions that were negligible in results were discarded and replaced with tiered interventions based on proven results. Disproportionality in the placement of minorities in special education has turned around; and the graduation gap between white and African American students has disappeared. All of this has happened via targeted, strategic work, utilizing limited human and financial resources.

Over the previous three years, the Des Moines school district has felt the impact of over \$50 million in budget cuts. However, the achievement gap has narrowed and the graduation rate increased (for all student subgroups) during that time. Leading in challenging times is difficult at best. I m proud of all of the accomplishments of the DMPS staff and students during these difficult times.

Language Skills

Do you know any language other than English? No

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General Information

List any additional information which will support your candidacy.

Are you presently under contract? Yes
When does contract expire? June 30, 2014
Have you ever failed to have your contract renewed, be rehired, been asked to resign a position, or resigned to avoid termination? No
If yes, explain.
Have you ever had a credential or certificate revoked, suspended or annulled in any state, territory or foreign country? No
If yes, explain.
Where did you hear of our vacancy?

Referrals

How did you hear of our vacancy(ies)?

HYA Website

Other: Colleagues in Colorado

Legal Information

1. Are you eligible to work in the United States? Yes
2. Have you ever been convicted of a felony or misdemeanor involving a sex offense or a controlled substance? No
If yes, explain, giving dates:
3. Have you ever had any indicated finding of child abuse filed in your name? No
If yes, explain, giving dates:

Confirmation

I authorize the organization(s) to which I am applying and Hazard, Young, Attea & Associates, Ltd. to contact my references or any other references deemed necessary to ascertain the merits of my candidacy for this position. I authorize references to discuss my application and/or release information concerning me, and agree to hold them, the District, and the consultants harmless for providing and/or utilizing any information requested and/or provided.

I also request that my application and interest in the administrative position remain as confidential as possible under the applicable laws of the state. I understand that my candidacy may become a matter of public record when I am presented to the Board. I further understand that elements of my resume may be available to the public and the news media at such time. However, I request that reasonable effort be taken to maintain the confidentiality of this application and other documents and information which accompany my application for the position for which I am applying. (Note: In some states, such as Florida, there can be no confidential written correspondence. Please call HYA if interested in one of these positions.)

If you answer "yes" to any of the above questions, you must submit official copies of court records including disposition of the case(s).

I hereby affirm that there are no misrepresentations, omissions or falsifications in the foregoing statements and answers, and that the entries made by me are true, complete and correct to the best of my knowledge and belief. I acknowledge that any misrepresentations, omissions or falsifications might be grounds for dismissal if employed for this position.

Nancy A. Sebring
(agreed online)